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**From:** Gurza, Alex  
**Sent:** Tuesday, October 12, 2010 8:42 PM  
**To:** Sekany, Randy  
**Cc:** Reed, Teresa; Rodriguez, Aracely; Mercado, Marco; 'Christopher Platten'; 'Juan Diaz'; Jeff Welch; Soren Coats  
**Subject:** Negotiations with the San Jose Fire Fighters, IAFF Local 230

Hi Randy—

Thanks for copying me on the email below that you emailed to the Mayor and City Council on Sunday, October 10<sup>th</sup>. Attached please find a letter in response. In the attached letter, I refer to our letter of September 13<sup>th</sup>. I am attaching a copy for your reference.

I am copying the members of both the City's and the union's negotiating teams.

We look forward to hearing back from you.

Thanks,

--Alex

Alex Gurza  
Director of Employee Relations  
Office of the City Manager  
City of San José  
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**From:** Randy Sekany [mailto:president@sjff.org]  
**Sent:** Sunday, October 10, 2010 10:48 AM  
**To:** District3; Chirco, Judy; District1; District7; Oliverio, Pierluigi; Kalra, Ash; The Office of Mayor Chuck Reed; District5; Herrera, Rose; Office of Councilmember Nancy Pyle; Chu, Kansen  
**Cc:** Gurza, Alex  
**Subject:** San Jose Fire Fighters important 10-10-10

Mayor Reed and City Council members,

Please see the attached document for important information from San Jose Fire fighters.

Thank you,

Randy  
Randy Sekany, President  
San Jose Fire Fighters IAFF Local 230  
4th District Vice President  
California Professional Firefighters

October 12, 2010

Randy Sekany  
President  
San Jose Fire Fighters, Local 230  
425 E. Santa Clara Street, Suite 300  
San Jose, CA 95113

**RE: Negotiations with the San Jose Fire Fighters**

Dear Randy:

Thank you for providing a copy of the letter that the San Jose Fire Fighters (IAFF, Local 230) sent to the Mayor and City Council via email on Sunday, October 10, 2010.

We are glad to see in your letter that the San Jose Fire Fighters are offering to put forward the concessions necessary to immediately bring back every one of the 49 firefighters that unfortunately were laid off as part the very difficult decisions the City council had to make in June to balance a \$118.5 million budget deficit. As you know, the City's goal had been to reach an agreement with the San Jose Fire Fighters that would have avoided the layoff of the 49 firefighters and would have kept the Fire Truck and four Fire Engines in service. Since we were unable to reach an agreement with the San Jose Fire Fighters that would have avoided the layoffs, we remain hopeful that we can reach an agreement that would generate sufficient concessions to allow us to rehire the 49 firefighters and restore the Fire Truck and four Fire Engines so that those resources can be put back in service.

On September 13, 2010, we sent you a letter that included a package proposal that would achieve an 8.91% total compensation reduction. These concessions would result in the rehiring of the 49 firefighters and would put the Fire Truck and the four Fire Engines back in service. We had requested that you let us know on or before September 24, 2010, whether the package proposal submitted by the City was acceptable to the San Jose Fire Fighters. However, as of today, we have not heard back from you on this package proposal.

Given your recent letter to the Mayor and Council, we hope that the San Jose Fire Fighters have decided to accept the City's most recent package proposal. One outstanding issue is whether or not the concessions would be temporary or on-going. Our interest is that the concessions not be temporary so that the funding for the firefighter jobs and fire services can be on-going.

We look forward to hearing back from you as quickly as possible regarding the City's September 13<sup>th</sup> proposal.

Sincerely,



Alex Gurza  
Director of Employee Relations

c: Teresa Reed, Assistant Fire Chief  
Chris Platten, IAFF, Local 230 Legal Counsel  
Jeff Welch, IAFF, Local 230 Vice President



## *San Jose Fire Fighters • Local 230*

425 E. Santa Clara Street, Suite 300, San Jose, CA 95113 • (408) 286-8718 • FAX (408) 286-2577



October 10, 2010

Mayor Chuck Reed  
200 E. Santa Clara Street  
San Jose, CA 95113

Dear Mayor Reed:

As you are aware, yesterday a small grass fire escalated into a 3-alarm fire due primarily to the closure of Engine 34 and Water Tender 34. The response was made worse by the fact that Engine 8, the new first due engine post budget cuts, was already responding to a medical call. Fortunately, there was no loss of life, but one business was destroyed and the Kellogg's factory was forced to cease operations for the day and likely lost product due to smoke exposure. This is yet another example of the devastating impact of budget cuts on our City's safety.

San Jose Firefighters are once again offering to put forward the concessions necessary to immediately bring back every one of the 49 firefighters laid off by the City Council's budget action. We are prepared to meet immediately to reach an agreement on restoring those 49 positions.

Since August, we've seen increased response times in areas left unprotected and increased damage to homes and businesses that normally wouldn't have occurred if fire and emergency medical service levels were not cut.

San Jose Firefighters are ready to get to work to solve this problem. We hope that your representatives will come prepared to reach an agreement to restoring the 49 firefighters so we can ensure San Jose residents receive the fire and medical services they deserve.

Sincerely,

*Randy Sekany*

Randy Sekany  
President